



**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS, 19TH SUSTAINMENT COMMAND (EXPEDITIONARY)**  
**UNIT #15015**  
**APO AP 96218-5015**

EANC-GP

09 MAY 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Letter #6 - Prevention of Sexual Harassment (POSH)

1. REFERENCE. AR 600-20, Army Command Policy, 7 Jun 06.
2. PURPOSE. This memorandum provides my policy and procedural guidance regarding the prevention of sexual harassment.
3. APPLICABILITY. This policy applies to all 19<sup>th</sup> Sustainment Command (Expeditionary) U.S./KATUSA Soldiers, civilians, and their family members.
4. GENERAL POLICY.
  - a. I will not tolerate sexual harassment within the 19<sup>th</sup> ESC.
  - b. Sexual harassment destroys teamwork and is detrimental to combat readiness. Sexual harassment is a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, career, or (2) submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a Soldier or civilian employee is engaging in sexual harassment. Similarly, any Soldier or civilian employee who makes deliberate or repeated unwelcomed or verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.
  - c. All military (U.S./KATUSA) personnel in the 19<sup>th</sup> ESC will receive semi-annual prevention of sexual harassment training that clearly states what constitutes sexual harassment and how to report it. POSH training will also integrate and connect elements of alcohol and drug abuse and the prevention of sexual assault into POSH awareness training. Build prevention of sexual harassment training into the operational training calendar and execute accordingly. Conduct training using the Consideration of Others training forum (small group and discussion-based methodology).


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d. Commanders, managers, and supervisors will take prompt, decisive action to investigate all complaints of sexual harassment. Resolve substantiated complaints at the lowest possible level and if necessary, use formal disciplinary or administrative action. Prompt, appropriate disposition of allegations of sexual harassment will build confidence throughout the command in our commitment to zero tolerance for sexual harassment. File sexual harassment complaints through the 19<sup>th</sup> ESC Equal Opportunity Advisor or with unit representatives. Additionally, be vigilant to ensure individuals are not retaliated against and/or fearful of reprisal for filing a sexual harassment complaint.

5. SUPERSESSION. This policy memorandum supersedes 19<sup>th</sup> TSC Command Policy Letter #6, dated 7 January 05.

6. The point of contact is the Equal Opportunity Advisor at 768-8542. To place a call from the United States, dial 011-82-53-470-8542.



RAYMOND V. MASON  
Brigadier General, USA  
Commanding

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